Professional Career Path
(Revised August 2010)

Senior Director (SES)
Senior Deputy Director (SES)

2 years experience

State Administrative Manager 16 ↔ **State Division Administrator 17**
State Office Administrator 17 ↔ **Senior Management Executive (SES)**
Senior Policy Executive (SES) ↔ **State Bureau Administrator 18**

2 years experience | 2 years experience | 2 years experience | 2 years of professional manager experience

Specialist 13, 14, 15 ↔ **Professional Manager 13, 14 or 15**
State Administrative Manager 15

Senior Executive Assistant (Director) (SES)
Senior Executive Assistant (Deputy Dir.) (SES)

1 year experience | 1 year experience

Professional 12 Level ↔ **Professional Manager 12**

2 years experience

State Assistant Administrator 15

1 year experience | 1 year experience

2 years experience

Professional P11 Level

1 year experience

Professional 10 Level

1 year experience

Entry Level Requirement

Bachelor's Degree

Professional 9 Level

Buyer 9 (Departmental Trainee)
Civil Rights Representative 9 (Departmental Trainee)
Departmental Analyst 9 (Departmental Trainee)
Economic/Community Development Analyst (Departmental Trainee)
Financial Analyst 9 (Departmental Trainee)
Human Resources Developer 9 (Departmental Trainee)
Occupational Safety Advisor 9 (Departmental Trainee)
Human Resources Analyst 9 (Departmental Trainee)
Property Analyst 9 (Departmental Trainee)
Regulation Officer 9 (Departmental Trainee)
Rights Representative 9 (Departmental Trainee)
Unemployment Insurance Analyst 9 (Departmental Trainee)

Minimum Departmental Trainee Experience Requirements*

Administrative Support:	Two years of E10- or E11-level experience, OR Four years of advanced or supervisory 9-level or Senior Executive Management Assistant 9 experience, OR Two years of advanced or supervisory 10-level experience, OR One year of advanced or supervisory 11-level (or higher) experience
Business and Administrative:	Two years of E9- or E10-level experience, OR One year of advanced or supervisory 10-level (or higher) experience
Human Services:	Two years of E9- or 10-level paraprofessional** or nursing experience, OR Two years of E10- or E11- or supervisory 10-level experience, OR One year of advanced or supervisory 11-level (or higher) experience
Engineering and Scientific:	Two years of E10-, E11-level or supervisory 10-level experience, OR One year of advanced or supervisory 11-level (or higher) experience
Safety, Security and Regulatory	Two years of E11-level experience, OR Two years of advanced or supervisory 10-level experience, OR One year of advanced or supervisory 11-level (or higher) experience

**One year of college education may be substituted for one quarter of the required experience for up to one half of the required experience.*
***Paraprofessional classifications are those requiring an associate's degree or two years of college.*